

Blind Citizens Australia (BCA) is the national representative organisation of people who are blind or vision impaired. Our mission is to inform, connect, and empower Australians who are blind or vision impaired and the broader community.

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Frequently Asked Questions

Employers

Does it cost more to employ someone with a disability?

No. The Australian Government provides funding through the Employment Assistance Fund (EAF) to cover the costs of making workplace changes including buying assistive technology and other equipment for people who are blind or vision impaired.

Can I ask a job applicant or employee if they have a disability?

No. An employee is only obligated to tell you about a disability if it affects his or her ability to do a particular job, or if it affects their ability to work safely and ensure the safety of others.

What adjustments for disability do employers need to make?

Employers are required to make 'reasonable' adjustments for a person with disability, which includes:

- physical, psychological or neurological disease or disorder
- illness, temporary or permanent
- injury, including work-related injuries.

Workplace reasonable adjustments are changes to the work environment or conditions that allow people with a disability to work safely and productively.

Individuals

What if I don't know what equipment I need at work for my disability?

A free workplace assessment through the Employment Assistance Fund (EAF) is available to help work out what modifications or equipment will best meet your needs and help you do your job. This is called a Workplace Modification Assessment.

Do I have to disclose my disability to my current or future employer?

You have no legal obligation to tell your employer about your disability. However, in some situations it may be practical to tell them, for example, if you need changes made to the workplace to help you work safely and productively.

What sort of extra equipment or services can be provided through the Employment Assistance Fund (EAF) to help me do my job?

Some examples of workplace changes or extra equipment or services include:

- increasing lighting if you have vision impairment
- provision of clear markings and colour contrasts on steps or pathways
- screen-reading software
- disability-specific equipment such as Braille equipment
- access to Auslan interpreters.

Blind Citizens Australia invites you to take part in



An Eye to the Future

An employment project that supports employers to explore diversity and inclusion in the workplace.



Blind Citizens Australia recently launched **An Eye To The Future project**, made possible by a grant from the Department of Social Services.

This project aims to change perceptions about hiring someone who is blind or vision impaired and highlight the skills, knowledge and diversity they can bring to your workplace.

To do this, we are working with employers, just like you, to create paid internships for people who are blind or vision impaired.



An internship has clear benefits to host and employee.

- 1 A chance to develop organisational diversity and inclusion
- 2 Engage an experienced worker who can bring skills and abilities to your workplace
- 3 Explore different ways of working and challenge the norms
- 4 Opportunity to create new contacts
- 5 Gain new perspectives on organisational issues
- 6 Help with projects or tasks that you're struggling to complete
- 7 Test drive the talent and gain brand advocates
- 8 Increase productivity
- 9 Foster leadership skills in other employees
- 10 Opportunity to attend and present at BCA's 2022 Employment Symposium



Blind Citizens Australia will support you every step of the way; we will source suitable applicants for you and can assist in selecting the appropriate candidates.

We will help you and your new intern through the recruitment process, provide guidance around accessibility and assistive technology options, and remain in contact with you both throughout the duration of the internship.

All this at no charge, the only cost to you being the wages you negotiate and pay directly to the intern.



If you have any questions about whether this is a good fit for you or would just like to learn more about An Eye To The Future project contact:

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